

Redundancy and Redeployment Update

Finance and Administration Committee, item 9b

Committee:	Finance and Administration	Agenda Item
Date:	31st January 2008	9b
Title:	Redundancy and Redeployment Update – role of Energy Efficiency Surveyor	
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This report is an addendum to the Chief Executive's report and follows very recent discussions and developments.

The post of Energy Efficiency Surveyor is proposed for redundancy. There are no staff elsewhere in the organisation with the skills to carry out the functions of this post. Removal of this post would mean abandoning the Council's Carbon Management Programme and the wider Climate Change Strategy, exposing the Council to a financial risk of approximately £1m in energy related costs over the next 5 years. The Council would need to return £30,000 of external funding if the Carbon Management Programme is not carried forward.

Moreover, in the wider sphere outside the Council's direct financial interest, the issue of Climate Change and energy efficiency is an increasing and significant imperative of Government and international policy, and the local authority planning service is one of the key deliverers of the Government's goals. The Council's approach to energy management is class-leading and is highly regarded, and all relevant skills need to be retained.

The case to retain this post is clear. There is a vacant post of Planning Officer in the Development Control Service presently on the redeployment list. No interest has been shown at the time of writing, and attempts to recruit to planning officer posts have not been fruitful. Given the increasing relevance of the role of the Energy Efficiency Surveyor to the future agenda of the planning service overall it is proposed to delete the post of Planning Officer to enable retention of the Energy Efficiency Surveyor post.

There may well be further adverse effects for the Development Control Service (above and beyond those set out in the Chief Executive's report) by deletion of this post and it will be necessary to re-examine the implications of deletion of this post depending on evolving workload pressures and the increasing skills levels required of all Planning Officers as a result of pending Government legislation in the Planning Bill. Given the immediate prevailing circumstances it is considered however that retention of the Energy Efficiency Surveyor post is a corporate essential.

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Recommendations

That the post of Planning Officer be removed from the list of posts available for redeployment and the post of Energy Efficiency Surveyor be removed from the "at risk" register.

Background Papers

Weekly reports of the Energy Efficiency Surveyor

Impact

Communication/Consultation	Consultation is underway with staff, the public and specific stakeholders.
Community Safety	
Equalities	No specific implications.
Finance	The post proposed for deletion will cover the costs of the Energy Efficiency Surveyor
Human Rights	None specific
Legal implications	
Ward-specific impacts	All
Workforce/Workplace	The proposal will ensure retention of a key post in the organisation but the resultant loss of a (vacant) planning officer post could have adverse implications for the Development Control service. Partnership and shared service approaches to the role of the Energy Efficiency Surveyor will continue to be developed.

Risk Analysis

Risk	Likelihood	Impact	Mitigating actions
The Development Control Service declines	2	4	Planning and Housing Delivery Grant may be available to assist with financing a post or other approach to service delivery